

FIG. 1

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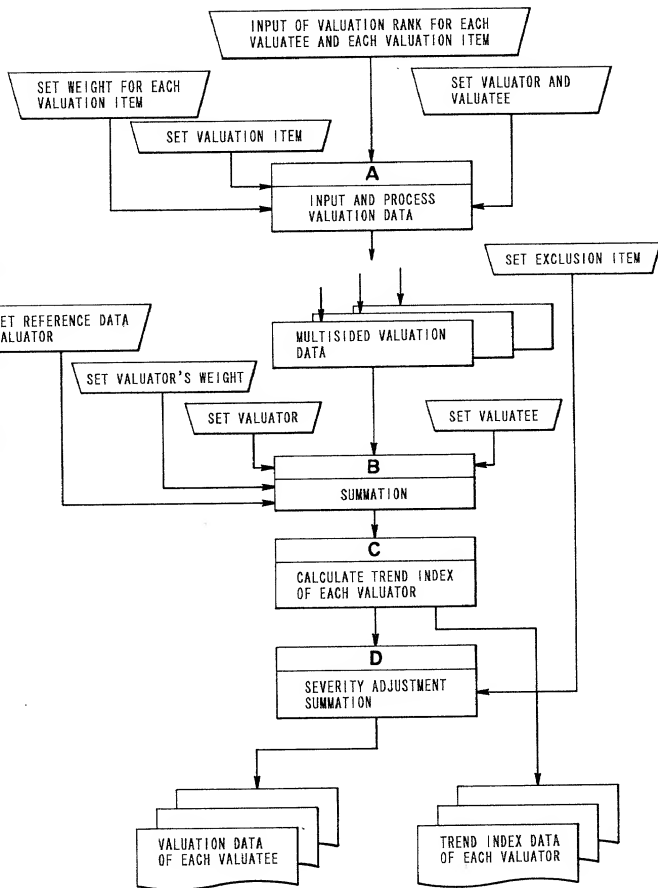


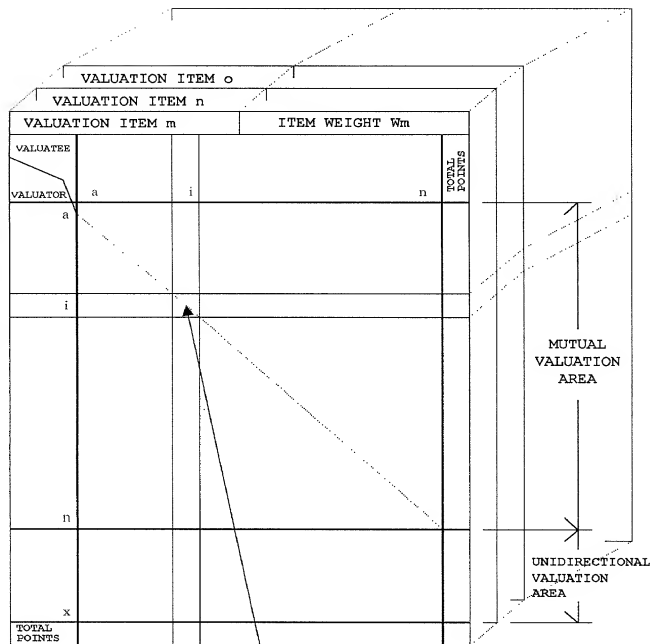
FIG. 2

DATA OF VALUATOR i		VALUATION RANK $R(X_{1,c})$									
VALUATION ITEM	VALUATEE	a	b	c			i				p
	ITEM WEIGHT										
X_1	W _{x_1}										
X_2	W _{x_2}										
Y1_1	W _{y1_1}										
Y1_2	W _{y1_2}										
Y2_1	W _{y2_1}										
Y2_2	W _{y2_2}										
Y2_n	W _{y2_n}										
TOTAL POINTS OF VALUATION											

SELF-VARIATION DATA T_i

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FIG. 3



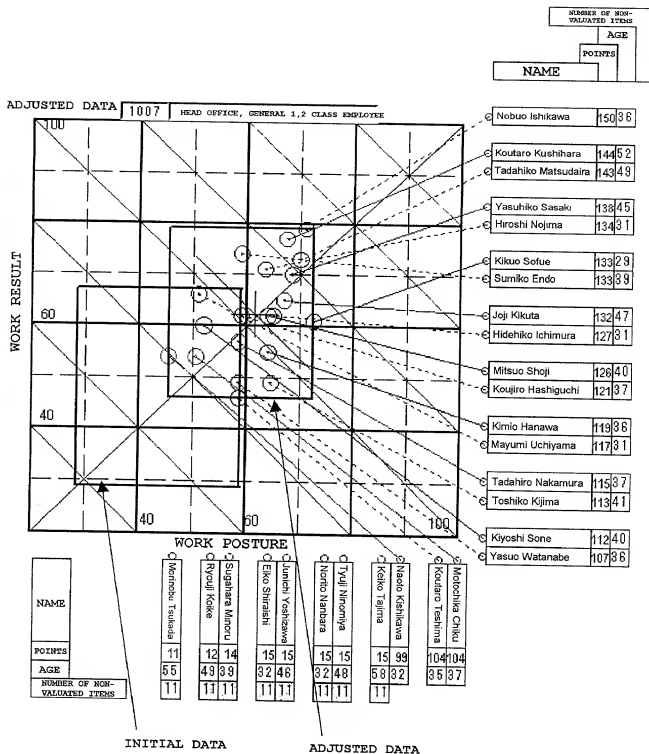
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FIG. 4

VALUATEE'S COMMENT				VALUATOR'S COMMENT	
HEAD OFFICE GENERAL EMPLOYEE 1, 2				MUTUAL + SUPERVISOR	
Set Reference	Select Valuatee	Group Number Order, Age Order		Select Valuator	Number of Persons Giving Valuation Answer
		Deptment, Name		Valuator's Wright	Self-Valuation + Valuation
		Group, Age			Sole Self-Valuator
					Sole Valuator No Valuator
1	L	6 Keiko Tajima	7 58	1	11.3
2	L	5 Morinobu Tsukada	7 55	1	9.0
3	L	4 Koutaro Kushihara	7 52	1	1.0
4	L	3 Ryouji Koike	7 49	1	8.5
5	L	4 Tadahiko Matsudaira	7 49	1	3.4
6	L	5 Tyuji Ninomiya	7 48	1	7.4
7	L	5 Joji Kikuta	7 47	1	2.6
8	L	5 Junichi Yoshizawa	7 46	1	9.0
9	L	4 Yasuhiko Sasaki	7 45	1	7.8
10	L	5 Minoru Sugahara	7 39	1	9.0
11	L	3 Nobuo Ishikawa	7 36	1	5.0
12	L	5 Eiko Shirashi	7 32	1	8.6
13	L	4 Naoto Kishikawa	7 32	1	1.8
14	L	5 Norito Nanbara	7 32	1	7.6
15	L	4 Mayumi Utiyama	7 31	1	
16	L	3 Hiroshi Nojima	7 31	1	5.0
17	L	3 Hidehiko Ichimura	7 31	1	9.0
18	L	3 Yoshihisa Sofue	7 29	1	
19	L	7 Toshiro Kijima	8 41	1	2.0
20	L	4 Mitsuo Shoji	8 40	1	1.1
21	L	4 Kiyoshi Sone	8 40	1	18.0
22	L	4 Sumiko Endo	8 39	1	2.0
23	L	4 Tadahiro Nakamura	8 37	1	1.0
24	L	3 Koujiro Hashiguchi	8 37	1	10.3
25	L	4 Mototaka Chiku	8 37	1	2.0
26	L	3 Kimio Hanawa	8 36	1	10.8
27	L	7 Yasuo Watanabe	8 36	1	
28	L	10 Koutaro Teshima	8 35	1	
29		2 Kimiharu Hirasawa	1 ●	4	28.0
30		1 Kenjiro Shinoda	1 ●	4	28.0
31		1 Jiro Noguchi	1 ●	4	28.0
32		6 Keiji Tezuka	2 ●	3	24.3
33		5 Tokuji Kanamori	2 ●	3	10.9
34		7 Eizo Nakanishi	2 ●	3	21.2
35		5 Mariko Ishimaru	3 ●	2	8.8
36		3 Shizuo Kunugi	3 ●	2	14.0
37		6 Takasuke Shimojo	3 ●	2	14.0
38		5 Kinichi Kainuma	3 ●	2	13.0
39		5 Ryouichi Matsumoto	3 ●	2	12.0
40		2 Masahisa Sasahara	4 ●	2	26.9
41		7 Kazumi Kishi	4 ●	2	25.3
42		4 Toru Kawamura	4 ●	2	11.0
43		4 Tomohiro Kushihara	5 ●	2	14.0
44		3 Kensuke Machida	5 ●	2	8.0
45		3 Syunsuke Futami	5 ●	2	6.0

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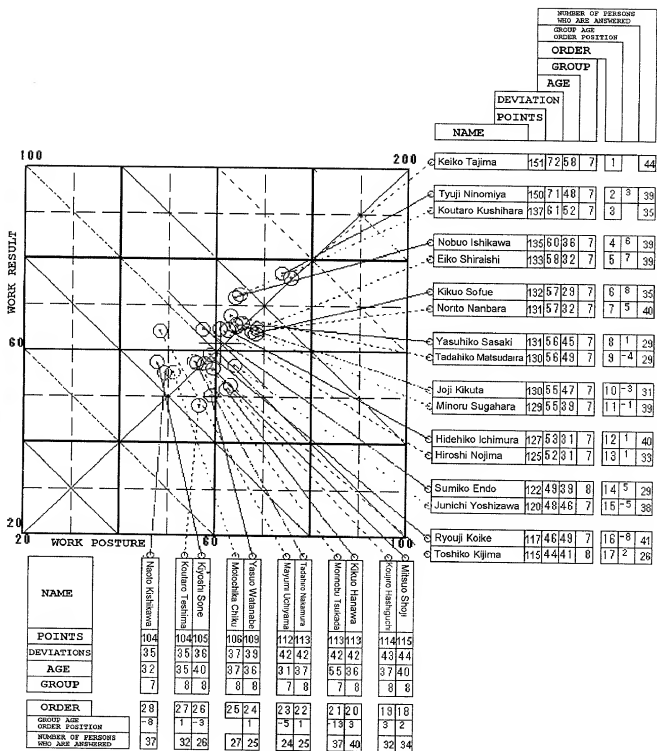
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FIG. 7

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No.	Valuation Item Name	D1	E2	C3	B4	B5	A6	A7	S8	S9	Valuation Points	Average Points	Weight
1	Responsibility Sense										13.4	12.5	20
2	Cooperative Character										10.3	9.4	15
3	Well-Disciplined										11.4	8.7	15
4	Hardworking										6.8	6.1	10
5	Positive Character										6.3	5.9	10
6	Health Management										7.2	6.0	10
7	Studying Mind										3.2	3.1	5
8	Cost Awareness										3.0	2.9	5
9	Planning Character										3.2	3.0	5
10	Report										3.2	2.9	5
X TOTAL											68.2	60.9	100
11	Speediness of Work										26.1	25.4	40
12	Accuracy of Work										18.3	18.1	30
13	Level of Work										18.3	18.0	30
14													
15													
16													
17													
18													
19													
20													
Y TOTAL											69.9	61.7	100
TOTAL											132.1	122.7	200

—○— VALUATION POINTS
 —○— AVERAGE POINTS
 —○— SELF VALUATION POINTS
 ——— MAXIMUM POINTS
 ——— MINIMUM POINTS